



Biodiversity Policy

Dah Chong Hong Holdings Limited ("the Group") values ecology and biodiversity. The Group is committed to protecting the environment and strives to deliver a net positive impact (NPI) on biodiversity. Meanwhile, the Group expects and encourages stakeholders, including employees and suppliers, to safeguard the environment and biodiversity, in order to help prevent the threats and damage that biodiversity loss may pose to society and the economy.

Scope of the Policy:

- This policy applies to all business units within the Group. In cases of conflict or inconsistency with local laws, regulations and standards, amendments will be made to ensure compliance with both local and Hong Kong laws.
- This policy serves as the overall operational policy for biodiversity protection. All business units should adhere to this policy and, when necessary, develop their own policies based on it to actively support the Group's biodiversity protection targets.

Biodiversity Protection Commitment:

- Avoid imposing negative impacts on biodiversity and strive to create a net positive impact on biodiversity in order to enhance ecological value wherever practicable.
- Striving to avoid deforestation.
- Take into consideration the impact on the surrounding environment, including the impact on plants and animals, during the operational site selection process.
- Avoid operations in or near locations that contain valuable ecological resources.
- When necessary, biodiversity risk assessments are conducted, and preventive, corrective, or mitigation measures are implemented according to the risk assessment results.
- The Group strives to integrate the principle of the "Mitigation Hierarchy" into the biodiversity risk assessment process by prioritizing "Avoidance", "Minimization", and "Compensation" in that order. Where practicable, the Group will prioritize "Avoidance" as the primary mitigation measure and will only adopt "Compensation" when both "Avoidance" and "Minimization" are not feasible.
- Encourage suppliers to conduct biodiversity assessments, protect and generate net positive impacts on the ecological environment, and avoid operating in or near areas of high biodiversity value.



- Provide educational activities for staff and stakeholders on biodiversity, in order to increase their awareness of biodiversity protection.

Policy Formulation, Review, and Improvement:

- The policy is formulated by the Group's ESG Working Group in collaboration with relevant departments, and is published with the authorisation of the management.
- The policy will be reviewed by the Group's ESG Working Group and relevant departments annually or as deemed appropriate. The Group will regularly collect staff feedback, communicate with stakeholders, and amend the policy as appropriate to ensure its effectiveness, feasibility, and sustainability.

Last Updated Date: October 30, 2025

Last Review Date: November 28, 2025